



INDEX

- 1. HIPERBARIC: INNOVATION AND GLOBAL LEADERSHIP IN HIGH-PRESSURE TECHNOLOGIES
- 2. HOW DID WE DESIGN OUR 2023-2026 SUSTAINABILITY MASTER PLAN?
- 3. WHAT HAS CHANGED IN OUR SUSTAINABILITY MASTER PLAN IN 2024?
- 4. CLASSIFICATION OF EXPECTATIONS & CONCERNS BASED ON THEIR POSITIONING WITHIN THE MATRIX
- 5. WHAT MATERIAL TOPICS DID WE IDENTIFY IN OUR DOUBLE MATERIALITY ASSESSMENT?
- 6. ROADMAP: PEOPLE AT THE CENTER
- 7. 2023-2026 MASTER PLAN
- 8 TIMELINES



With 25 years of experience, Hiperbaric has established itself as an international benchmark in the development of high-pressure technologies, with a presence across all five continents. Its track record of innovation and commitment to excellence position it as the global leader in the manufacture of high-pressure processing (HPP) industrial equipment, holding a 65% market share. In addition, Hiperbaric is a leading reference in Europe for high-pressure green hydrogen compression.

Hiperbaric operates through three main business lines:

- High Presure Processing (HPP)
- Hydrogen Compresison (H₂)
- Hot Isostatic Pressing (HIP)

Our vision of sustainability is deeply linked to our technological leadership and corporate purpose, which promotes the personal and professional growth of everyone within our stakeholder community.

We firmly believe that **developing human potential is key to making the world a better place**. At Hiperbaric, we work through consensus, involving all stakeholders in our collective success. This approach fosters a strong sense of belonging and commitment to our shared project.

THE SUSTAINABILITY MASTER PLAN AIMS TO PROMOTE THE SUSTAINABLE GROWTH OF OUR COMPANY AND SOCIETY. WE THANK ALL THOSE WHO, BY SHARING THEIR PRIORITIES AND CONCERNS, HELP US BECOME A STRONGER ORGANIZATION, BETTER PREPARED FOR THE FUTURE.



¿HOW DID WE
DESIGN OUR 20232026 SUSTAINABILITY
MASTER PLAN?

Since 2023, Hiperbaric has had a Sustainability Master Plan that outlines our roadmap toward responsible and committed management. This plan is rooted in a core principle: actively listening to our stakeholders. Through a Materiality Assessment conducted in 2022, we identified the concerns and priorities that have shaped our strategy. At Hiperbaric, sustainability is not just about "doing the right thing"—it is about embracing a collaborative leadership approach that places people and their concerns at the center of our decisions.

Aligned with the new European directives, in June 2024 we carried out a **Double Materiality Assessment**, designed in accordance with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)**. This analysis allowed us to identify the most relevant issues for our management, generating a positive impact not only on society and the environment but also on the financial sustainability of our company.

While many of our sustainability initiatives had already proven to be profitable and strategically aligned with our objectives, this new assessment—under the CSRD framework—enabled us to go further. We identified **new risks and opportunities**, conducting a comprehensive evaluation of both the impact of our operations on the environment and society, and their financial implications for the company.

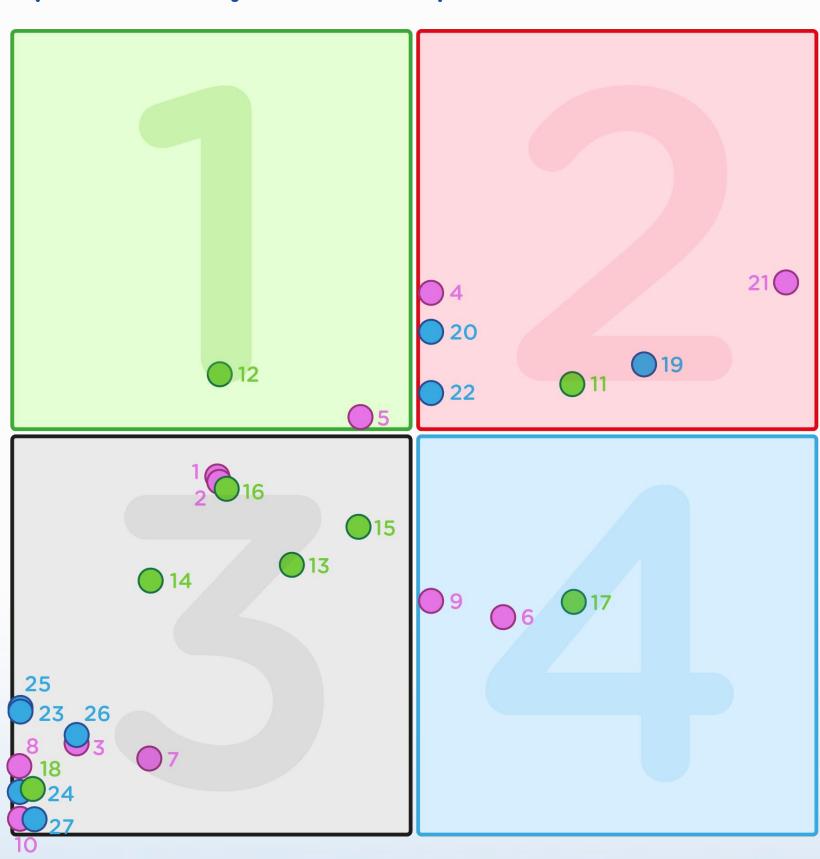
This study was made possible thanks to the collaboration of a representative group of our key stakeholders, including the executive committee, shareholders, clients, suppliers, employees, professional associations, and civil society representatives. Their contributions were essential to ensuring a rigorous, regulation-aligned approach that strengthens and enhances our Sustainability Master Plan.



WHAT HAS CHANGED IN OUR SUSTAINABILITY MASTER PLAN IN 2024?

Financial Materiality from the Shareholders' Perspective vs. Impact Materiality from the Perspective of Other Stakeholders

Resto Grupos de Interés Materialidad de Impacto



In August 2024, the analysis of the responses received led to the identification of new material topics, which have been incorporated into Hiperbaric's Sustainability Master Plan, originally approved in 2022.

The matrix presented below reflects the newly identified concerns arising from the Double Materiality Assessment. Specifically, the vertical axis represents the level of importance attributed by stakeholders to Hiperbaric's activities in terms of sustainability. In contrast, the horizontal axis focuses on the financial impact of these activities from the perspective of our shareholders and investors.

This interpretation has enabled us to highlight actions with dual impact and to identify relevant initiatives that promote a culture of sustainability within our organization—even when they do not deliver immediate financial returns.

Materialidad Financiera

Accionistas



CLASSIFICATION OF EXPECTATIONS & CONCERNS BASED ON THEIR POSITIONING WITHIN THE MATRIX

- **QUADRANT 1**: Impact-related aspects that foster corporate culture, with low financial impact
- **QUADRANT 2**: Material topics with dual impact
- **QUADRANT 3**: Aspects already embedded in the previous Master Plan or not currently considered a priority
- QUADRANT 4: Actions with high financial impact

1. IMPACT-RELATED ASPECTS THAT FOSTER CORPORATE CULTURE, WITH LOW FINANCIAL IMPACT

- **5.** Mechanisms and procedures to ensure legal compliance (labor, economic, environmental, social)
- 12. Energy efficiency of our products

2. MATERIAL TOPICS WITH DUAL IMPACT

- **4.** Transparency and communication between the organization and its stakeholders
- 11. Energy consumed at our facilities and its sources
- 19. Employability
- 20. Health and well-being
- 21. R&D Innovation
- 22. Contribution to the development of young talent

3. ASPECTS ALREADY EMBEDDED IN THE PREVIOUS MASTER PLAN OR NOT CURRENTLY CONSIDERED A PRIORITY

- 1. Policies and codes of conduct defining our ethical commitments
- 2. Management, risk control, and strategic planning protocols and procedures
- 3. Prevention of corruption and bribery
- 7. Public-private partnerships
- 8. Confidential whistleblowing channel
- 13. Carbon footprint of the production process
- 14. Carbon footprint of Hiperbaric equipment
- 15. Water consumption of Hiperbaric equipment
- 16. Proper waste management
- 23. Diversity and inclusion
- 24. Socio-occupational reintegration
- **25.** Freedom of expression
- **26.** Human rights

4. ACTIONS WITH HIGH FINANCIAL IMPACT

- 6. Compliance with customer requirements
- 9. Responsible supply chain management
- 17. Raw materials used in the manufacturing of our equipment



WHAT MATERIAL TOPICS DID WE IDENTIFY IN OUR DOUBLE MATERIALITY ASSESSMENT?

The newly identified topics are structured around three fundamental pillars and have been incorporated into the Sustainability Master Plan approved in 2022::

1. Environment:

- Energy consumed at our facilities and its sources
- Raw materials used in the manufacturing of our equipment
- Energy efficiency of our products

2. Society:

- Employability
- · Health and well-being
- Contribution to the development of young talent

3. Governance:

- Innovation (R&D&I)
- Transparency and communication between the organization and its stakeholders
- Compliance with customer requirements
- Responsible supply chain management
- Mechanisms and procedures to ensure legal compliance

These additions strengthen our strategic lines of action by addressing newly identified priorities and reshaping certain initiatives to align with the requirements of the Corporate Sustainability Reporting Directive (CSRD). All of them are relevant, even if some are not classified as double materiality actions based on their position within the matrix.

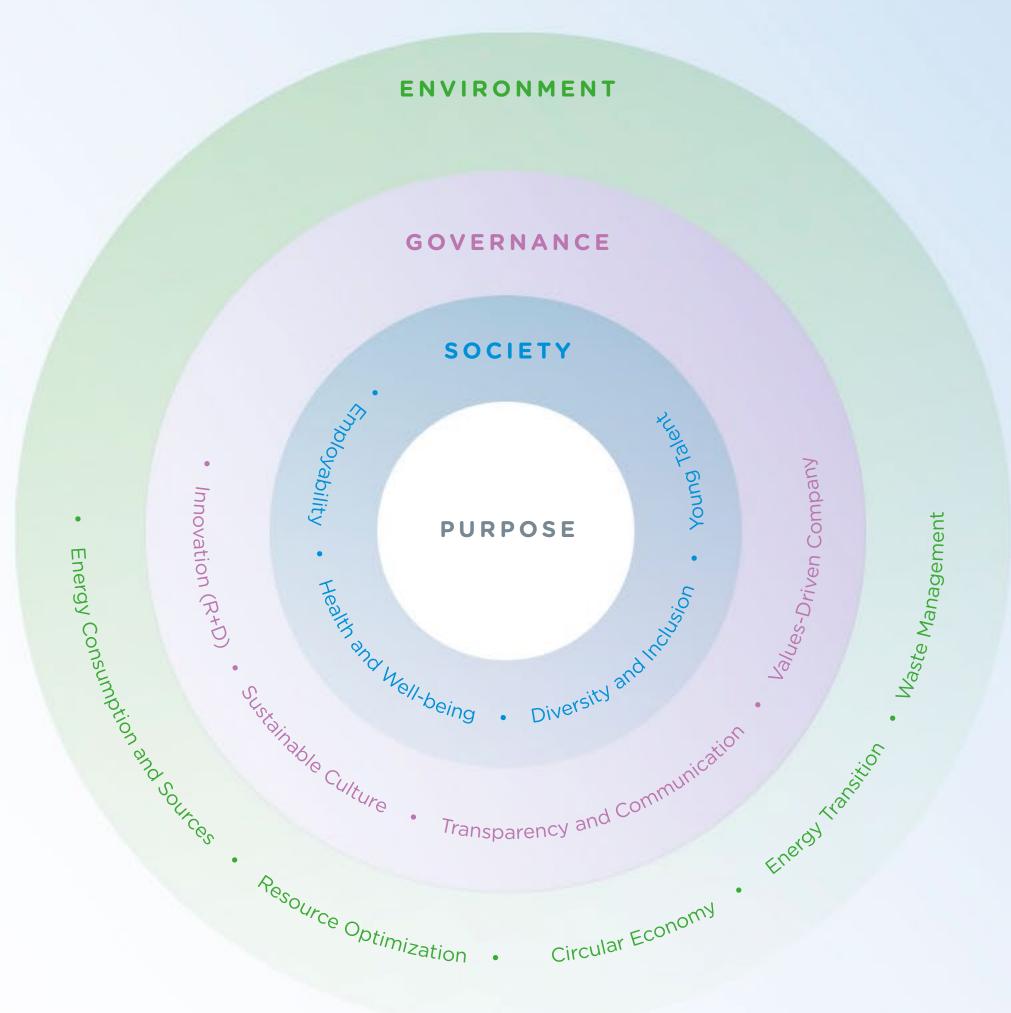
For this reason, the Sustainability Master Plan—developed based on the materiality and double materiality assessments—incorporates the following key aspects:

- IDual-impact initiatives, recognized as highly important by both shareholders and stakeholders (Quadrant 2)
- High financial impact actions, dentified as priorities in this analysis (Quadrant 4)
- Expectations linked to impact materiality, aimed at strengthening a solid corporate culture (Quadrant 1)

In contrast, the actions categorized under **Quadrant 3** have not been classified as material in this second assessment. This is primarily because many of these topics were considered less relevant by both shareholders and stakeholders, or because they are already well integrated into our operational practices—making their inclusion in the Master Plan unnecessary.



ROADMAP: PEOPLE AT THE CENTER



ENVIRONMENT



WE PROTECT THE PLANET

Reducing the Environmental Impact of Our Actions.

Providing Sustainable Products and Services Throughout Their Life Cycle.

SOCIETY



WE CARE FOR PEOPLE

Bringing the company's purpose to life through actions focused on the training and the physical and emotional wellbeing of our workforce.

Inspiring creativity and curiosity in the next generation.

GOVERNANCE



WE LEADWITH INTEGRITY

Aligning the
Organization's Strategy
with the 2030 Agenda



In line with these aspirations, the Sustainability Plan was developed and is summarized below:

ENERGY CONSUMPTION AT FACILITIES & SOURCES

Net-Zero Emissions Company by
 2040

RESOURCE OPTIMIZATION

- Paperless Company by 2026
- Water Footprint Calculation in 2025

CIRCULAR ECONOMY

 LCA: Water Consumption and Energy Efficiency of Our Equipment by 2026

ENERGY TRANSITION

Leading the Energy Transition
 Through Green H₂ Compression

WASTE MANAGEMENT

 Implementation of Zero Waste to Landfill Certification by 2025

KNOWLEDGE MANAGEMENT

Development of a Knowledge
 Management System

HEALTH AND WELL-BEING

- Strengthen the sense of belonging to Hiperbaric
- Consolidate work-life balance policies
- Zero Lost-Time Accident Goal by 2026

DIVERSITY AND INCLUSION

Promote equality and diversity in an inclusive environment

CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT

 Foster talent and creativity in the field of technology across society

INNOVATION (R&D)

- Development of industrial and innovative solutions
- New applications with high pressure technlogy

SUSTAINABLE CULTURE

- Mechanisms and procedures to ensure legal compliance (labor, economic, social)
- Responsible supply chain management

TRANSPARENCY AND COMMUNICATION WITH STAKEHOLDERS

Positioning Hiperbaric as a benchmark
 in ethics and transparency





















SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026

Hiperbaric HIGH PRESSURE TECHNOLOGIES

ENVIRONMENT

ENERGY CONSUMPTION AT FACILITIES AND ITS SOURCES

NET-ZERO EMISSIONS COMPANY	BY 2040					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Organizational Carbon Footprint Verification	Verification of Hiperbaric's Scope 1 and 2 Carbon Footprint Calculation for 2021, 2022, 2023, and 2024		Q2-2023	Q4-2024	Scope 1 CO ₂ Emissions (kg) Scope 2 CO ₂ Emissions (kg) Total Scope 1 + 2 CO ₂ Emissions (kg) MITECO "Calculate / Reduce" Seal	
	Registration of Carbon Footprint Calculation for 2021, 2022, 2023, and 2024		Q2-2023	Q1-2025	Scope 1 CO ₂ Emissions (kg) Scope 2 CO ₂ Emissions (kg) Total Scope 1 + 2 CO ₂ Emissions (kg) MITECO "Calculate / Reduce" Seal	
	Calculation of Scope 1, 2, and 3 Carbon Footprint for 2025 and 2026	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION	Q1-2025	Q4-2026	Scope 1 CO ₂ Emissions (kg) Scope 2 CO ₂ Emissions (kg) Scope 3 CO ₂ Emissions (kg) Total CO ₂ Emissions (kg) MITECO "Calculate / Reduce" Seal	E1
	Verification of Hiperbaric's Scope 1, 2, and 3 Carbon Footprint for 2025		Q1-2026	Q4 2026	Scope 1 CO ₂ Emissions (kg) Scope 2 CO ₂ Emissions (kg)	
Carbon Footprint Reduction in the Production Process	Ensure Green Electricity Supply to Hiperbaric Facilities (GdO Certificate)				GdO Certificate	
	Maximize Use of the Photovoltaic Plant by Prioritizing Self-Consumption		Q3-2023	Q4-2026	Self-Consumption (MWh) Grid Electricity Consumption (MWh) Self-Consumption Rate (%)	

SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026

Hiperbaric HIGH PRESSURE TECHNOLOGIES

ENVIRONMENT

RESOURCE OPTIMIZATION

BE A PAPERLESS COMPANY BY 2026						
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
65% Reduction in Paper Use by 2025	Implementation of a Digital Transformation Project Across the Organization	12 RESPONSIBLE CONSUMPTION	01 2024		Paper Consumption (kg) Paper Consumption per Office Employee (kg/person)	
Compared to 2022	Analysis of Paper Reduction Measures with Different Departments	AND PRODUCTION	DUCTION			E5
100% Reduction by 2026	Implementation of Paper Reduction Measures Across the Organization		Q1-2024	Q4-2026	Number of Awareness-Raising Initiatives	
ORGANIZATIONAL WATER FOOTPRINT CALC	CULATION					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Water Footprint Calculation	Organizational Water Footprint Calculation	15 LIFE ON LAND	Q1-2025	Q4-2025	Water Consumption (m³) Industrial Water Consumption (m³) Industrial Water Consumption (m³) / €k Revenue	E3
	Water Footprint Verification		Q1-2026	Q2-2026	Verification Report	

CIRCULAR ECONOMY

LCA: WATER CONSUMPTION AND ENERGY EFFICIENCY OF OUR EQUIPMENT								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
Reducing the Environmental Impact of the Manufacturing and Operation of Our Equipment	Design of Machines with Zero Water Consumption	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Q1-2024	Q4-2025	Liters of Water Consumed per Machine			
	LCA of HPP Machines	12 RESPONSIBLE CONSUMPTION	Q1-2025	Q4-2026	Number of HPP Machine Models with LCA	E3		
	LCA of Hydrogen (H ₂) Compressors	AND PRODUCTION	Q2-2025	Q4-2026	Number of H ₂ Compressor Models with LCA			



ENVIRONMENT

TRANSICIÓN ENERGÉTICA

LIDERAR LA TRANSICIÓN ENERGÉTICA A TRAVÉS DE LA COMPRESIÓN DEL HIDRÓGENO VERDE								
GOAL	INITIATIVES	SDG	START END	KPI	CSRD/ESRS			
Strengthening Our Presence in H ₂ -Related Forums	Promote the development of the hydrogen value chain by attending and/or participating in forums related to the energy transition	4 QUALITY EDUCATION 7 AFFORDABLE AND CLEAN ENERGY	Q2-2023 Q4-2026	Number of Congress Attendees Number of Events Number of Communications Delivered				
	Support the growth and evolution of the Hydrogen Association in Castilla y León	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION	Q2-2023 Q4-2026	Number of Communications Issued	E1			
	Foster the development of knowledge around green hydrogen	17 PARTNERSHIPS FOR THE GOALS	Q3-2023 Q4-2026	Number of Initiatives				



ENVIRONMENT

WASTE MANAGEMENT

IMPLEMENTATION OF ZERO WASTE TO LANDFILL CERTIFICATION IN 2024								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
Zero Waste to Landfill Certification	Implementation of the Zero Waste Regulation	RESPONSIBLE CONSUMPTION AND PRODUCTION	Q1-2025	Q1-2025	Total Waste Generated (kg) Total Waste Generated (kg/€k Revenue) Recoverable Waste (kg and %) Non-Hazardous and Hazardous Waste Sent for Reuse and Recycling (kg) Non-Hazardous and Hazardous Waste Sent to Landfill (kg) Non-Recoverable Waste (kg and	E5		
	Zero Waste to Landfill Certification		Q1-2025	Q4-2026	Zero Waste to Landfill Certificate			

SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026 SOCIETY



KNOWLEDGE MANAGEMENT

DEVELOPMENT OF A KNOWLEDGE MANAGEMENT SYSTEM								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
	Survey and diagnosis of the knowledge management maturity level		Q1-2023	Q1-2023	Report			
	Reflection, exploration, and deep-dive workshops on KM challenges and needs	PEOPLET WORL AND	Q1-2023	Q1-2023	Number of Workshops Conducted			
Implementation of the Knowledge Management (KM)	Preparation of the Master Plan report and presentation of results	5 7	8 DECENT WORK AND ECONOMIC GROWTH	Q2-2023	Q2-2023		<u></u>	
System	Creation, development, and maintenance of knowledge maps		Q1-2024	Q4-2026	% of Workforce Represented in Knowledge Maps	S1		
	Design of a content management model and		Q1-2024	0.4.2020	% Completion of the Content Management Model Definition			
	implementation of a new document management system			2024 Q4-2026	% of Employees Involved in the New Document Management System			

HEALTH & WELL-BEING

STRENGTHEN THE SENSE OF BELONGING TO HIPER	BARIC					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
	Pre-test to assess the team's well-being		Q2-2023	Q3-2023	Number of Measures Implemented	
	Analysis of requested/expected measures	3 GOOD HEALTH AND WELL-BEING	Q3-2023	Q3-2023		
Develop and Implement a Healthy Workplace Model	Implementation of necessary actions	AND WELL-BEING	Q4-2023	Q2-2025	Employee Satisfaction Level	S1
bevelop and implement a fleating workplace Floati	Communication of the Well-being Plan	<i>-</i> ₩•	Q1-2024	Q4-2026	% of Workforce	
	Follow-up evaluation & Communication of results		Q2-2025	Q4-2026	Evaluation Reports	

SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026 SOCIETY



HEALTH & WELL-BEING

CONSOLIDATION OF WORK-LIFE BALANCE POLICIES								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
	Ongoing Development of Work-Life Balance Measures to raise awareness of rights related to balance and shared responsibility (both new and existing), as well as to establish a standardized request model				Work-Life Balance Procedure within the Company's Management Syste	S1		
100% of the Workforce Benefiting from the		8 DECENT WORK AND ECONOMIC GROWTH	Q3-2023	Q4-2026	Number of Employees Receiving It, by Gender % of Employees Entitled to Family Leave			
Implementation of Work-Life Balance Policies	Communication and Dissemination of the Work-Life Balance Guide		Q1-2024	Q4-2026	Number of Employees Who Requested This Right % of Eligible Employees Who Took Family Leave, with Gender Breakdown % of hours for work-life balance broken down by gender			

ACHIEVE ZERO LOST-TIME ACCIDENTS BY 2026								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
Zero Lost-Time Accidents by 2026	Identification of critical risk points in workstations			3 Q4-2026	Frequency Rate = 0			
		8 DECENT WORK AND ECONOMIC GROWTH	Q4-2023		Incidence Rate = 0 Corresponding Number of Cases per Total Hours Worked by Own Staff, Multiplied by 1,000,000			
	Training and awareness-raising for employees		Q2-2023	Q4-2026	Number of Awareness Campaigns per Year			
50% Reduction in Non-Lost-Time Accidents by 2026 Compared to 2022	Implementation of the new preventive planning strategy		Q1-2025	Q4-2026	Number of critical and intolerable risk points detected			
	Development of technical solutions to address critical risk areas		Q2-2025	Q4-2026	Number of of corrective actions for critical risk points detected			

SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026 SOCIETY



DIVERSITY & INCLUSION

PROMOTE EQUALITY AND DIVERSITY AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
Increase Workforce Diversity	Increase Workforce Diversity	5 GENDER EQUALITY	Q2-2023	Q4-2026	% of People with Decision-Making Power in Compensation and People Management Who Have Received Training Number of Employees with Functional Diversity within the Workforce			
	Equality training	8 DECENT WORK AND ECONOMIC GROWTH	Q4-2023	Q4-2026		S1		
	Promote the inclusion of people with functional diversity		Q2-2025	Q4-2026				

CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT

ENCOURAGE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY								
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS		
30% Increase in Social Engagement in Our Talent Development Initiatives compared to 2022	Redesign the educational challenge Hiperbaric Challenge	4 QUALITY EDUCATION	Q3-2023	Q3-2023	Number of Participants / Year	S2		
	Recognize research talent through the HPP Research Awards (HPP Innovation Week)	5 GENDER EQUALITY	Q1-2024	Q4-2026				
	Define sponsorship policies Establish the Sponsorship Committee	17 PARTNERSHIPS FOR THE GOALS	Q1-2024	Q2-2024				

SUSTAINABILITY MASTER PLAN | TIMEFRAME 2023-2026

INITIATIVES

Code of Conduct

with sustainability principles

Development and Implementation of the Supplier

Evaluation of the alignment of supplier companies



GOVERNANCE

INNOVATION (R&D)

GOAL

100% of Supplier Companies Adhering to the

Supplier Code of Conduct by 2026

DEVELOPMENT OF INDUSTRIAL AND INNOVATIVE S	SOLUTIONS					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
lew Applications with High-Pressure Technology	Development of Solutions Using High-Pressure Technologies	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Q1-2025	Q4-2026	Number of Technological Solutions	- G1
	Research and Exploration of Funding Opportunities		Q1-2025	Q4-2026	% of Project Expenditures Recovered (€)	GI
SUSTAINABLE CULTURE						
MECHANISMS AND PROCEDURES TO ENSURE LEGA	AL COMPLIANCE (LABOR, ECONOMIC & SOCIAL)					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
100% of the Workforce Trained in Compliance by 2023	Ongoing Compliance Training		Q1-2023	Q4-2026	% of Workforce Trained in Compliance	
Ensure Compliance with Legal Requirements in	Implementation of the New Ethical Conduct Management Tool	8 DECENT WORK AND ECONOMIC GROWTH	Q1-2023	Q4-2026	Number of Reports Filed; Categorized According to Applicable Standards	G1
Labor, Environmental and Social Matters	Legislative Update Platform		Q1-2024	Q4-2026	Number of Non-Conformities Identified in the Integrated Management System (IMS) AudIT	
RESPONSIBLE SUPPLY CHAIN MANAGEMENT			1			

SDG

8 DECENT WORK AND ECONOMIC GROWTH

START

Q1-2025

END

Q4-2026

KPI

Code of Conduct

Q1-2026 | Q4-2026 | % of supplier companies with satisfactory results

% of Supplier Companies That Have Signed the

CSRD/ESRS

G1



GOVERNANCE

TRANSPARENCY AND COMMUNICATION WITH STAKEHOLDERS

HIPERBARIC AS A BENCHMARK IN ETHICS AND TR	ANSPARENCY					
GOAL	INITIATIVES	SDG	START	END	KPI	CSRD/ESRS
Fostering a culture of transparency through	Preparation of 2024 CSRD Sustainability Report		Q4-2024	Q1-2025		
the disclosure of environmental, social and governance performance	External Verification of 2025 CSRD Sustainability Report	17 PARTNERSHIPS FOR THE GOALS	Q1-2026	Q1-2026	Sustainability Report	
Participation in Sustainable Management Events	Active participation in initiatives led by the UN Global Compact or other sustainability forums		Q1-2024	Q4-2026	Number of Training Sessions Attended Number of Publications Shared	
	Development of internal communication tools to promote corporate values		Q4-2023	Q4-2025	Number of Tools Implemented	G1
	Team Building	8 DECENT WORK AND ECONOMIC GROWTH	Q3-2023	Q4-2026	% of Participants	
Strengthening the Organization's Commitment	Ethical Leadership Training	1	Q1-2024	Q1-2024	% of Participants	
Strengthening the Organization's Commitment	Ethical Management Workshops		Q1-2024	Q3-2024	% of Participants	
	Design of a proprietary model for performance and value assessment.		Q3-2023	Q4-2026	Number of persons evaluated Number of persons surveyed for evaluation of the model	

Hiperbaric HIGH PRESSURE TECHNOLOGIES

ENVIRONMENT

GOAL	INITIATIVES	Q1-23	Q2-23	Q3-23	Q4-23	Q1-24	Q2-24	Q3-24	Q4-24	Q1-25	Q2-25	Q3-25	Q4-25	Q1-26	Q2-26	Q3-26	Q4-26
	ENE	RGY	CONS	UMED	AT F	ACILI	TIES	AND	TS SC	URC	E						
			NET-Z	ERO EI	MISSIO	NS CO	MPANY	BY 20	40								
	VERIFICATION OF HIPERBARIC'S SCOPE 1 AND 2 CARBON FOOTPRINT CALCULATIONS FOR THE YEARS 2021, 2022, 2023, AND 2024																
VERIFICATION OF HIPERBARIC'S SCOPE 1 AND 2 CARBON FOOTPRINT CALCULATIONS FOR THE YEARS 2021, 2022, 2023, AND 2024 REGISTRATION OF CARBON FOOTPRINT CALCULATIONS FOR THE YEARS 2021, 2022, 2023, AND 2024 REGISTRATION OF CARBON FOOTPRINT CALCULATIONS FOR THE YEARS 2021, 2022, 2023, AND 2024 CALCULATION OF SCOPE 1, 2, AND 3 CARBON FOOTPRINT CALCULATION OF SCOPE 1, 2, AND 3 CARBON FOOTPRINT CALCULATION OF THE YEARS 2025 AND 2024 REDUCTION OF THE CARBON FOOTPRINT OF THE PRODUCTION PROCESS REDUCTION IN PAPER USE BY 2025 COMPARED TO 2022 INVESTIGATION OF THE PHOTOWOLTAIC PLANT, PRIORITIZING SELF-CONSUMPTION REDUCTION BY 2026 IMPLEMENTATION OF A DIGITAL TRANSPORMATION PROJECT ACROSS THE ORGANIZATION ANALYSIS OF PAPER REDUCTION MEASURES WITH VARIOUS DEPARTMENTS MALESTS THROUGHOUT THE ORGANIZATION CALCULATION OF THE ORGANIZATION OF ADDER REDUCTION MEASURES WITH VARIOUS DEPARTMENTS WATER FOOTPRINT CALCULATION OF THE ORGANIZATION CALCULATION OF THE ORGANIZATION WATER FOOTPRINT VERIFICATION CALCULATION OF THE ORGANIZATION CALCULATION OF THE ORGANIZATION CALCULATION OF THE ORGANIZATION WATER FOOTPRINT VERIFICATION CALCULATION OF THE ORGANIZATION CALCULATION OF THE ORGANIZATION OF THE ZERO WASTE TO IMPLEMENTATION OF THE ZERO WASTE TO IM	CALCULATIONS FOR THE YEARS 2021, 2022,																
	CARBON FOOTPRINT FOR THE YEARS 2025																
CARBON FOOTPRINT OF THE	ELECTRICITY TO HIPERBARIC'S FACILITIES																
PRODUCTION PROCESS																	
			R	ESOU	RCE	OPTIM	11ZAT	ION									
		ı	BECON	ME A PA	APERLE	ESS CO	MPANY	BY 20	26								
65% DEDUCTION IN PADED LISE	TRANSFORMATION PROJECT ACROSS																
BY 2025 COMPARED TO 2022																	
	MEASURES THROUGHOUT																
	CA	ALCULA	TION	OF THE	ORGA	NIZATI	ON'S	VATER	FOOTP	RINT							
CALCOLATION	WATER FOOTPRINT VERIFICATION																
	I C A · W A T	FR CO	NSIIMP						OF OUR	FOULE	MENT						
			N O MI														
ENVIRONMENTAL IMPACT OF	CONSUMPTION LIFE CYCLE ASSESSMENT (LCA) OF HPP																
	LIFE CYCLE ASSESSMENT (LCA) OF																
				ENE	RGY 1	ran:	SITIO	N									
	LEADING TH	EENER	RGY TR	ANSIT	ION TH	ROUGH	H GREE	N HYD	ROGEN	COMP	RESSIC	N					
	HYDROGEN VALUE CHAIN THROUGH ATTENDANCE AND/OR PARTICIPATION IN																
	OF THE HYDROGEN ASSOCIATION IN CASTILLA Y LEÓN (INCLUDING RESOURCE																
						-23											
				WAS	TE M	ANAG	EMEN	Т									
	IMPLEME	NTATIC	NOF	ZERO V	WASTE	TO LA	NDFILL	CERT	IFICATI	ONIN	2025						
SPECIFIC REGULATION FOR	LANDFILL CERTIFICATION REGULATION																
ZERO WASTE TO LANDFILL	IMPLEMENTATION OF THE ZERO WASTE TO LANDFILL CERTIFICATION REGULATION																

Hiperbaric HIGH PRESSURE TECHNOLOGIES

SOCIETY

ENOWLEDGE MANAGEMENT ***CHOMPAN MINISTRATION OF THE PARTY OF THE PART	GOAL	INITIATIVES	Q1-23	Q2-23	Q3-23	Q4-23	Q1-24	Q2-24	Q3-24	Q4-24	Q1-25	Q2-25	Q3-25	Q4-25	Q1-26	Q1-26	Q4-26	
BREAD A STATE CAMERATOR OF THE MANAGEMENT OF THE				K	NOWL	EDGE	MAN	AGEM	ENT									
MALE REPORT ON OF THE MONITORER HANDSHEND AND REPORT OF THE MONITORE HANDSHEND AND REPORT OF THE MONITORER H			KNO	WLED	GE MAN	AGEME	NT SYS	STEM D	EVELO	PMENT	•							
DEVILOPAND MANUSCRIPTON OF THE MODERNIC CONTROLL OF THE MODERNIC CONTRO																		
RECEDENT FOR STORY AND STO		DIVE WORKSHOPS ON KM CHALLENGES																
ORLY ON AVENUE MAY DE VIOLENT AND AVENUE MAY	KNOWLEDGE MANAGEMENT																	
HEALTH & WELL-BEING STRENGTHEN THE SENSE OF BELONGING TO HIPERBARIC ANALYSIS STRENGTHEN THE SENSE OF BELONGING TO HIPERBARIC STRENGTHEN THE SENSE OF BELONGING TO HIPERBARIC ANALYSIS STRENGTHEN THE SENSE OF BELONGING TO HIPERBARIC CONSOLIDATION OF WORK-LIFE BALANCE POLICIES CONSOLIDATION OF WORK-LIFE BALANCE P																		
DEVELOP AND IMPERENTAL AND APER OF DEPOTED THE PEANS WELL RENNS DIA U.S. DEVELOP AND IMPERENTAL AND APER OF DEPOTE THE AND APER OF DEPOTE THE ADDRESS OF		MANAGEMENT MODEL AND IMPLEMENTATION OF A NEW																
DEVELOP AND IMPLEMENTAL AND ANALYSIS OF DEVENTION MEASURES ANALYSIS OF DEVENTION MEASURES ANALYSIS OF DEVENTION OF MEASURES ANALYSIS OF DEVENTION OF MEASURES ANALYSIS OF DEVENTION OF THE WORK OF THE					HEAL	TH &	WELL	-BEIN	IG									
DEVELOP AND IMPLEMENT A HARMY WORRPLACE HODGE DEVELOP A ZERO ACCIDENT COMPANY BY 2026 HARMY WORRPLACE HODGE DEVELOP A ZERO ACCIDENT COMPANY BY 2026 HARMY WORRPLACE HODGE DEVELOP A ZERO ACCIDENT COMPANY BY 2026 HARMY WORRPLACE HODGE DEVELOP A ZERO ACCIDENT COMPANY BY 2026 HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE TO THE WORRPLACE HODGE DEVELOPMENT OF TICH NOW SHARE BY HARMY WORRPLACE HODGE TO THE WORRPLACE HODGE TO			STRENG	STHEN	THE SE	NSE O	F BELO	NGING	то ні	PERBA	RIC							
DOTS OF THE WODRFORCE BENEFITING FROM THE MIREMAN FOR THE MIRE																		
MACESSASY MEASURED FOR THE WORKFORDS DISSEN MATION OF THE WELL-BEING PLAN COMMUNICATION OF WORK-LIFE BALANCE POLICIES CONSOLIDATION OF WORK-LIFE BALANCE		ANALYSIS OF REQUESTED MEASURES																
FOLIOWALPEVALUATION A COMPUTATION OF ROUTE CONSOLIDATION OF WORK-LIFE BALANCE POLICIES CONSOLIDATION OF THE WORK-LIFE BALANCE POLICIES CONSOLIDATION OF THE WORK-LIFE BALANCE POLICIES CONSOLIDATION OF WORK-LIFE BALANCE POLICIES CONSOLIDATION																		
CONSOLIDATION OF WORK-LIFE BALANCE POLICIES ONGOING DIVIDENT OF WORK-LIFE BALANCE POLICIES WORK-LIFE BALANCE POLICIES WORK-LIFE BALANCE POLICIES DIVIDENTING AND DISSEMBLATION OF THE WORK-LIFE BALANCE SOLICIES WORK-LIFE BALANCE POLICIES PRODUCT TO AN ORD DISSEMBLATION OF THE WORK-LIFE BALANCE SOLICIES WORK-LIFE BALANCE POLICIES DESCRIPTION OF AND DISSEMBLATION OF THE WORK-LIFE BALANCE SOLICIES WORK-LIFE BALAN		DISSEMINATION OF THE WELL-BEING PLAN																
CONSIGNED REVIEWORKFORCE ENCHETING FROM THE BIFLESHMATION OF WORK-LIFE BALLANCE POLICIES WORK-LIFE BALLANCE SOUR EDITES WORK-LIFE BALLANCE SOURCE SAMPLE SOU																		
LIE BALANCE MEASURES TO TABLE WARRENESS OF RECEITS ELECTED TO BALANCE AND SHARD RESPONSIBILITY BECOME A ZERO-ACCIDENT COMPANY BY 2028 DENTIFICATION OF CRITICAL RISK POINTS WORKSTATIONS BECOME A ZERO-ACCIDENT COMPANY BY 2028 DENTIFICATION OF CRITICAL RISK POINTS WORKSTATIONS BECOME A ZERO-ACCIDENT COMPANY BY 2028 DENTIFICATION OF CRITICAL RISK POINTS WORKSTATIONS BECOME A ZERO-ACCIDENT COMPANY BY 2028 DENTIFICATION OF CRITICAL RISK POINTS WORKSTATIONS BECOME A ZERO-ACCIDENT COMPANY BY 2028 DENTIFICATION OF CRITICAL RISK POINTS WORKSTATIONS ME PHENTATION OF THE PENTATION OF THE PINY PREVENTIVE PLANSAINON ME PHENTATION OF THE PINY PENTATION OF THE PINY PENTATION OF THE PINY PROMOTE THE INCLUSION OF PEOPLE WITH -UNCLORAL DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH -UNCLORAL DIVERSITY REDSIGN THE EDUCATIONAL CHALLENGE BOK INCREASE IN SOCIAL PROMOTE THE INCLUSION OF PEOPLE WITH -UNCLORAL DIVERSITY REDSIGN THE EDUCATIONAL CHALLENGE BOK INCREASE IN SOCIAL PROMOTE THE INCLUSION OF PEOPLE WITH -UNCLORAL DIVERSITY REDSIGN THE EDUCATIONAL CHALLENGE BOK INCREASE IN SOCIAL PROMOTE THE REPRESENT HALENT HINDUCH THE PER PERSASCH AWARDS THE PINY THE POINT WEED THE PINY THE POINT WEED BOK INCREASE IN SOCIAL PROMOTE THE REPRESENT HALENT HINDUCH THE PINY THE PINY THE POINT WEED BOK INCREASE IN SOCIAL PROMOTE THE PINY THE PI		ONCOING DEVELOPMENT OF WORK	CONS	SOLIDA	ATION C	FWOF	RK-LIFE	BALA	NCE PO	OLICIE	S							
COMMUNICATION AND DISSEMBLATION OF THE WORK-CIPE BALANCE COIDE BECOME A ZERO-ACCIDENT COMPANY BY 2026 DENTIFICATION OF CHICAL RISK POINTS IN WOOKSTAIDENS IN WOOKSTAIDENS DEVELOPMENT OF CHICAL SOLUTIONS	BENEFITING FROM THE IMPLEMENTATION OF	LIFE BALANCE MEASURES TO RAISE AWARENESS OF RIGHTS RELATED TO BALANCE AND SHARED RESPONSIBILITY (BOTH NEW AND EXISTING), INCLUDING A																
IDENTIFICATION OF CRITICAL RISK POINTS BY 2026 SOR REDUCTION IN NON-LOST- TIME ACCIDENTS BY 2026 COMPARED TO 2022 IMPLEMENTATION OF THE NEW PREVENTION FECHNICAL SOLUTIONS DEVELOPMENT OF TECHNICAL SOLUTIONS ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY AND DIVERSITY TRAINING IN EQUALITY AND DIVERSITY FROMOTE HE INCLUSION OF PEOPLE BYTH FLUCTIONAL DIVERSITY CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE THE INCLUSION OF PEOPLE WITH FLUCTIONAL DIVERSITY REDESIGN THE EDUCATIONAL CHALLENGE HIPERSAR CALALENGE FREEDESIGN THE EDUCATIONAL CHALLENGE HIPERSAR CALALENGE FREEDESIGN THE EDUCATIONAL CHALLENGE HIPERSAR CALALENGE GREEDESIGN THE EDUCATIONAL CHALLENGE HIPERSAR CALALENGE THE PRESEARCH TALENT THROUGH THE HIPERSAR CHAUSANGE (1PS PINNOVATION WEEK)	WORK-LIFE BALANCE POLICIES																	
EMPLOYEE TRAINING AND AWARENESS-RAISING SOM REDUCTION IN NON-LOST-TIME ACCIDENTS BY 2026 COMPARED TO 2022 TIME ACCIDENTS BY 2026 COMPARED TO 2022 TO MINIMIZE CRITICAL RISK AREAS DIVERSITY & INCLUSION ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY IN RECRITIFIED TO THE NEW PROVINCE SERVING AND			ВЕ	COME	A ZERO	D-ACCI	DENT (СОМРА	NY BY	2026								
BY 2026 SO%, REDUCTION IN NON-LOST IMPLEMENTATION OF THE NEW PREVENTIVE PLANNING STRATEGY DEVELOPMENT OF TECHNICAL SOLUTIONS TO MINIMIZE CRITICAL RISK AREAS DIVERSITY & INCLUSION ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY IN RECRUITMENT PROCESSES TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY RECRUITMENT PROCESSES CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY RECOGNIZE RESEARCH TALENT THROUGH THE FREADCH ANABOS (HPP INNOVATION) WEEK) OUT THE PROMOTE THE NOUGH THE PROCESSES OF THE DEVELOPMENT OF TOWN OF THE PROMOTE THE NOUGH THE PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY RECOGNIZE RESEARCH TALENT THROUGH THE HEMP RESEARCH MARGED THE HEMP RESEARCH MARGED (HPP INNOVATION) WEEK)																		
TIME ACCIDENTS BY 2028 COMPARED TO 2022 DEVELOPMENT OF TECHNICAL SOLUTIONS TO MINIMIZE CRITICAL RISK AREAS DIVERSITY & INCLUSION ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY IN RECRUITMENT PROCESSES TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY REDESIGN THE EDUCATIONAL CHALLENGE HIERBRARIC CHALLENGE ASON INCREASE IN SOCIAL PARTICIPATION TO HER DEVELOPMENT OF TECHNOLOGY ACROSS SOCIETY RECOGNIZE RESEARCH TALENT THROUGH THE HEP RESEARCH AWARDS (HP) INNOVATION WEEK) HIP RESEARCH AWARDS (HP) INNOVATION WEEK)	BY 2026																	
DIVERSITY & INCLUSION ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY IN RECRUITMENT PROCESSES TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENT HIROUGH THE PRESENCE ANAMONS (HIPE INNOVATION WEEK)	TIME ACCIDENTS BY 2026																	
ROMOTE EQUALITY AND DIVERSITY, AND FOSTER THE DEVELOPMENT OF AN INCLUSIVE ENVIRONMENT GENDER DIVERSITY IN RECRUITMENT PROCESSES TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENGE HIPERBARIC CHALLENGE RECOGNIZE RESEARCH TALENT THROUGH THE HIPERBARIC CHALLENGE HIPERBAR	COMPARED TO 2022																	
GENDER DIVERSITY IN RECRUITMENT PROCESSES TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENGE RECOGNIZER RESEARCH TALENT THROUGH THE HPP RESEARCH TALENT THROUGH THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK)					DIVER	SITY	& INC	LUSI	ON									
INCREASE WORKFORCE DIVERSITY TRAINING IN EQUALITY AND DIVERSITY PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPPERBARIC CHALLENGE PARTICIPATION IN OUR TALENT DEVELOPMENT INITIATIVES COMMON TO THE DEVELOPMENT INITIATIVES COMMON TO THE DEVELOPMENT OF YOUNG TALENT RECOGNIZE RESEARCH AWARDS (HPP INNOVATION WEEK)		ROMOTE EQUALITY AND	DIVER	RSITY,	AND FO	STER	THE DE	VELOP	MENT	OF AN	INCLU	SIVE E	NVIRO	NMENT				
PROMOTE THE INCLUSION OF PEOPLE WITH FUNCTIONAL DIVERSITY CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENGE HIPERBARIC CHALLENGE PARTICIPATION IN OUR TALENT DEVELOPMENT INITIATIVES (HPP INNOVATION WEEK) RECOGNIZE RESEARCH AWARDS (HPP INNOVATION WEEK)																		
CONTRIBUTION TO THE DEVELOPMENT OF YOUNG TALENT PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENGE HIPERBARIC CHALLENGE RECOGNIZE RESEARCH TALENT THROUGH THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK) RECOMBRET TO THE RECOGNIZE RESEARCH AWARDS (HPP INNOVATION WEEK)		TRAINING IN EQUALITY AND DIVERSITY																
PROMOTE TALENT AND CREATIVITY IN THE FIELD OF TECHNOLOGY ACROSS SOCIETY REDESIGN THE EDUCATIONAL CHALLENGE HIPERBARIC CHALLENGE HIPERB																		
REDESIGN THE EDUCATIONAL CHALLENGE 30% INCREASE IN SOCIAL PARTICIPATION IN OUR TALENT THE HPP RESEARCH TALENT THROUGH THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK) RECOGNIZE RESEARCH TALENT THROUGH THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK)		CONTR	RIBUT	ION T	OTHE	DEV	ELOP	MENT	OF Y	OUNG	TAL	ENT						
30% INCREASE IN SOCIAL PARTICIPATION IN OUR TALENT THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK) HIPERBARIC CHALLENGE RECOGNIZE RESEARCH TALENT THROUGH THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK)		PROMOTE TALE	NT AN	D CRE	ATIVITY	IN TH	E FIEL	DOFT	ECHNO	DLOGY	ACROS	SSOC	IETY					
PARTICIPATION IN OUR TALENT DEVELOPMENT INITIATIVES THE HPP RESEARCH AWARDS (HPP INNOVATION WEEK)																		
COMPARED TO 2022 DEFINE POLICIES FOR THE SPONSORSHIP	PARTICIPATION IN OUR TALENT	THE HPP RESEARCH AWARDS																
COMMITTEE ESTABLISHENT OF THE SPONSORSHIP COMMITTEE		COMMITTEE ESTABLISHENT OF THE SPONSORSHIP							_	_						-	_	

GOVERNANCE

GOAL	INITIATIVES	Q1-23	Q2-23	Q3-23	Q4-23	Q1-24	Q2-24	Q3-24	Q4-24	Q1-25	Q2-25	Q3-25	Q4-25	Q1-26	Q2-26	Q3-26	Q4-26
				INI	NOVAT	ION	(R&D)										
	D	EVELO	PMENT	OFIN	IDUSTR	IAL & I	NNOV	ATIVE S	SOLUTI	ONS							
NEW APPLICATIONS USING	DEVELOPMENT OF SOLUTIONS BASED ON HIGH-PRESSURE TECHNOLOGIES																
NEW APPLICATIONS USING HIGH-PRESSURE TECHNOLOGY 100% OF EMPLOYEES TRAINED IN COMPLIANCE BY 2023 ENSURE COMPLIANCE WITH LEGAL REQUIREMENTS IN LABOR, ENVIRONMENTAL, AND SOCIAL MATTERS 100% OF SUPPLIER COMPANIES ADHERING TO THE SUPPLIER CODE OF CONDUCT BY 2026 FOSTERING A CULTURE OF TRANSPARENCY THROUGH THE DISCLOSURE OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE PARTICIPATION IN SUSTAINABL MANAGEMENT EVENTS	RESEARCH AND EXPLORATION OF FUNDING OPPORTUNITIES																
				SUST	AINAE	BLE C	ULTU	RE									
	POLICIES				<u></u>												
	MECHANISMS AND PROCEDUR	RES TO	ENSUR	RE LEG	AL CON	MPLIAN	CE (L	ABOR, I	ENVIRO	NMEN	TAL, EC	CONOM	IC, SO	CIAL)			
	ONGOING COMPLIANCE TRAINING																
LEGAL REQUIREMENTS IN	IMPLEMENTATION OF THE NEW WHISTLEBLOWER ETHICAL CONDUCT MANAGEMENT TOOL																
	LEGAL AND REGULATORY UPDATE PLATFORM																
		F	RESPO	NSIBLE	SUPPL	У СНА	IN MA	NAGEMI	ENT								'
100% OF SUPPLIER COMPANIES	DEVELOPMENT AND IMPLEMENTATION OF THE SUPPLIER CODE OF CONDUCT																
ADHERING TO THE SUPPLIER CODE OF CONDUCT BY 2026	EVALUATION OF THE ALIGNMENT OF SUPPLIER COMPANIES WITH SUSTAINABILITY PRINCIPLES																
	TRANSPARENCY AND CO	UMMC	NICA	TION	BETW	EEN	ГНЕ С	DRGAN	NIZAT	ION &	ITS S	TAKE	HOLD	ERS			
	HI	PERBA	RIC AS	A BEI	NCHMAR	RKINE	THICS	& TRA	NSPAR	ENCY							I
FOSTERING A CULTURE OF TRANSPARENCY THROUGH THE DISCLOSURE OF	PREPARATION OF THE 2024 CSRD REPORT																
THE DISCLOSURE OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE	EXTERNAL VERIFICATION OF THE 2025 CSRD REPORT																
PARTICIPATION IN SUSTAINABLE MANAGEMENT EVENTS	ACTIVE PARTICIPATION IN INITIATIVES LED BY THE UN GLOBAL COMPACT																
	CREATION OF INTERNAL COMMUNICATION TOOLS TO PROMOTE CORPORATE VALUES																
	TEAM BUILDING																
STRENGTHENING THE ORGANIZATION'S COMMITMENT	ETHICAL LEADERSHIP TRAINING																
ENSURE COMPLIANCE WITH LEGAL REQUIREMENTS IN LABOR, ENVIRONMENTAL, AND SOCIAL MATTERS FOSTERING TO THE SUPPLIER COMPANIES ADHERING TO THE SUPPLIER CODE OF CONDUCT BY 2026 FOSTERING A CULTURE OF TRANSPARENCY THROUGH THE DISCLOSURE OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE PARTICIPATION IN SUSTAINABLE MANAGEMENT EVENTS	ETHICAL MANAGEMENT WORKSHOPS																
	DESIGN OF A PROPRIETARY MODEL FOR PERFORMANCE AND VALUE ASSESSMENT.																





This document was reviewed and approved in January 2025